



# NCDOT Briefing

## Staffing Levels



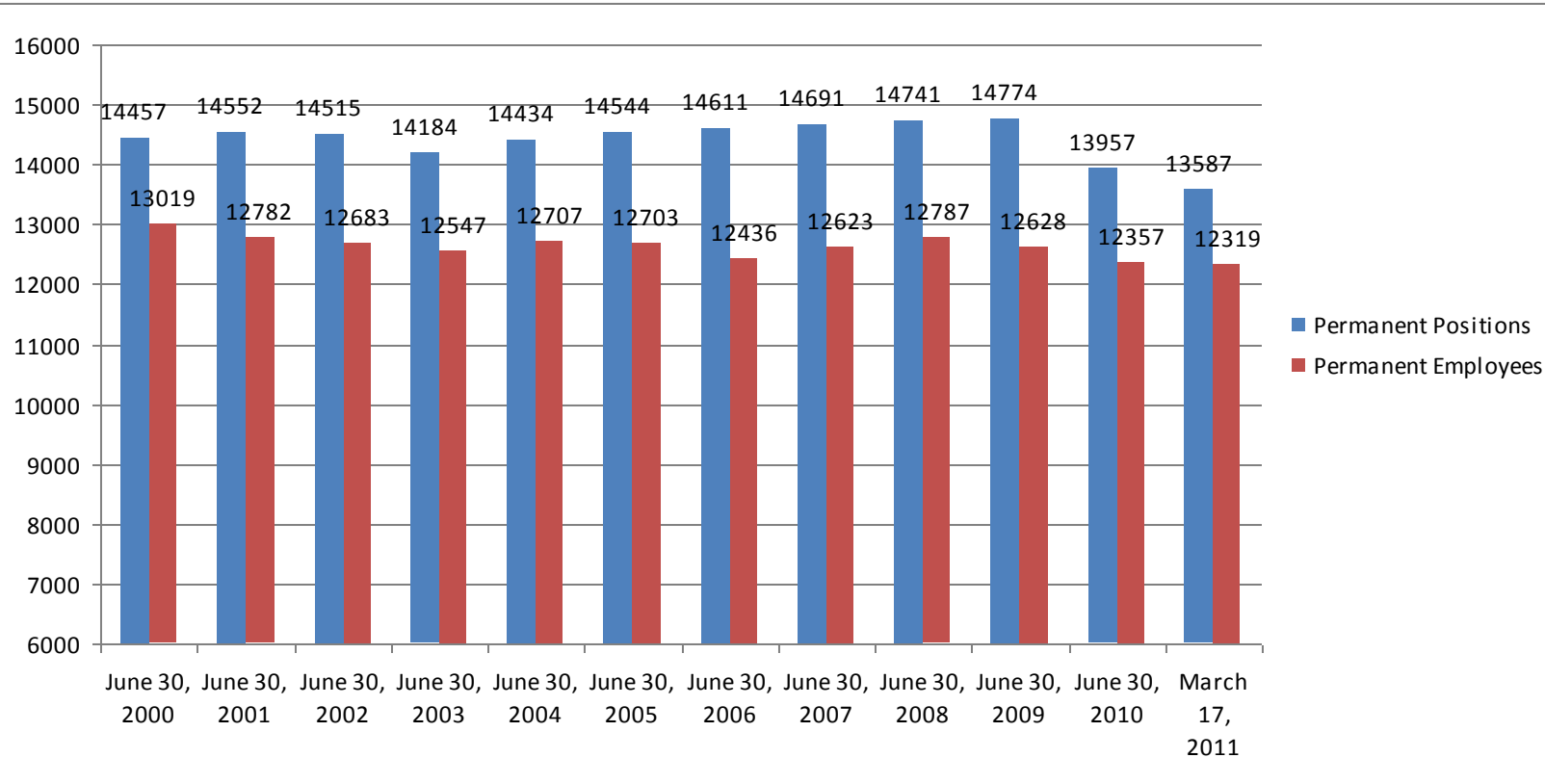
# Outline

- Historical Staffing Levels
- Retirement Eligibility Data
- Comparison to Other DOTs
- Internal Efficiencies





# Total Positions and Employees (Permanent)





# NCDOT Permanent Employees and Positions

## Permanent Employee and Position History

- 2000 = 13,019 employees / 14,457 positions
- 2011 = 12,319 employees / 13,587 positions

## From 2000 to 2011

- Number of permanent employees decreased by 700
- Number of permanent positions decreased by 870







# NCDOT Employee Breakdown

NCDOT Unit	Number of Employees
Division of Highways	9,224
Division of Motor Vehicles	1,431
Intermodal Transportation	573
Technical Services	195
Transportation Planning	113
NC Turnpike Authority	23
Administration	654
Attorney General's Office	59
Human Resources	47
<b>Total</b>	<b>12,319</b>





# Typical Division

Based on Average # of Employees per Division

Division Unit	Number of Employees
Division Office	11
Road Maintenance	265
Division Design/Project Mgmt.	6
Roadside & Environmental	24
Bituminous	13
Bridge	40
Equipment	56
Traffic	36
Construction	70
<b>Total</b>	<b>521</b>





# NCDOT Temporary Employees

## Temporary Employee and Position History

- 2000 = 597 employees/597 positions
- 2011 = 637 employees/2,609\* positions

## From 2000 to 2011

- Number of temporary employees increased by 40
- Number of temporary positions increased by 2,012\*

\*When DOT went from our own payroll to the State Beacon payroll, it was decided that we would establish several temporary slots per Division to enable quicker hiring. These positions can easily be abolished and reduce the number of positions.





## Retirement Eligibility (As of February 2011)

- Employees Eligible for Full Retirement – 674
  - 30 Years of Service
  - 25 Years of Service and Age 60
  - 5 Years of Service and Age 65
- Employees Eligible to Retire with Reduced Benefit – 1,220
  - 20 Years of Service and Age 50
  - 5 Years of Service and Age 60







## Employee Per Mile: State Comparison (2010 Data)

State	Permanent Employees		Mileage	Employees per Mile
Maryland	10,779		5,148	2.09
Florida	6,971		12,084	0.58
Alabama	4,756		10,938	0.43
Mississippi	3,338		10,973	0.30
Pennsylvania	11,466		39,862	0.29
Tennessee	4,068		13,881	0.29
Georgia	4,955		17,997	0.28
Louisiana	4,502		16,685	0.27
Missouri	6,114		33,677	0.18
<b>North Carolina*</b>	<b>12,354 (2010)</b>	<b>12,319 (2011)</b>	<b>79,466</b>	<b>0.16</b>
Texas**	11,907		80,067	0.15
West Virginia	4,758		34,369	0.14
Virginia	6,808		57,918	0.12
<b>US Avg. (41 states reporting)</b>	<b>4,746</b>		<b>17,598</b>	<b>0.42</b>

\*Includes NCDMV and NCTA

\*\* Doesn't Include Turnpikes





# NCDOT Efficiencies Process

- Responding to economic environment
- Aligning resources with 10-year Work Program
- Implementing internal consolidations
- Increasing use of private sector/outourcing

